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Area Wage Survey
Salinas-Seaside-Monterey, CA
May 1985

U.S. Department of Labor
Bureau of Labor Statistics
Summary
July 1985

This summary presents results of a May 1985 survey of occupational wages and supplementary benefits in the Salinas-Seaside-Monterey Standard Metropolitan Statistical Area, which consists of Monterey County. This is 1 of 99 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 63 establishments employing 14,821 workers was selected to represent 143 establishments employing 24,812 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for word processors, motor vehicle mechanics (formerly maintenance mechanics, motor vehicles), and material handling laborers.

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Table 1. Hourly earnings[1] of selected occupations in Salinas-Seaside-Monterey, CA, May 1985

Occupation[2]	Number of workers	Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 and over
Secretaries	77	9.49	8.91	7.96– 9.62	–	–	–	–	2	–	7	14	9	14	9	4	4	–	1	–	–	1	4	7	–	1	–
Secretaries I	11	8.42	8.65	– –	–	–	–	–	–	–	2	1	–	8	–	–	–	–	–	–	–	–	–	–	–	–	–
Secretaries II	9	7.32	7.21	– –	–	–	–	–	–	–	3	3	1	–	–	–	–	–	–	–	–	1	1	7	–	–	–
Secretaries III	33	10.05	8.94	7.98–12.90	–	–	–	–	–	–	2	7	6	3	3	2	1	–	1	–	–	–	3	–	–	–	–
Secretaries V	6	11.96	12.43	– –	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–
Typists	15	6.78	6.78	6.47– 7.39	–	–	–	2	–	2	5	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Typists I	13	6.99	6.80	– –	–	–	–	–	–	2	5	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	27	6.05	6.06	5.71– 6.39	–	1	3	8	11	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	38	5.85	5.75	5.60– 6.19	–	1	7	15	10	3	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators	42	6.38	6.08	5.90– 7.06	–	–	6	8	9	5	8	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators I	22	6.16	6.06	5.57– 7.05	–	–	5	4	3	4	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators II	20	6.63	6.18	5.93– 7.72	–	–	1	4	6	1	2	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators	40	8.38	8.04	7.69– 9.09	–	–	–	–	–	–	1	19	3	–	13	4	–	–	–	–	–	–	–	–	–	–	–
Computer operators II	25	8.19	7.90	7.69– 9.00	–	–	–	–	–	–	7	16	–	–	9	–	–	–	–	–	–	–	–	–	–	–	–
Drafters	28	9.81	9.23	7.50–11.90	–	–	–	–	–	–	–	–	1	4	4	–	–	2	–	3	5	–	2	–	–	–	7
Electronics technicians	33	9.75	7.30	6.50–10.11	–	–	–	–	6	9	3	–	–	–	1	1	6	–	–	–	–	–	–	–	–	–	–
Maintenance carpenters	27	11.44	11.18	11.18–12.00	–	–	–	–	–	–	–	–	–	–	–	2	–	–	12	5	3	4	–	–	–	–	–
Maintenance electricians	64	13.02	11.85	11.85–13.32	–	–	–	–	–	–	–	–	–	–	1	–	–	1	9	34	–	2	3	–	–	12	3
Maintenance painters	9	10.28	11.85	– –	–	–	–	–	–	–	–	–	3	–	1	–	–	–	–	5	–	–	–	–	–	–	–
Maintenance machinists	23	13.76	11.87	11.27–16.69	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	5	–	–	–	–	–	10	–
Maintenance mechanics (machinery)	375	12.07	11.85	11.85–12.77	–	–	–	–	–	–	2	–	–	4	–	8	–	12	58	157	–	98	20	12	4	–	–
Motor vehicle mechanics	48	12.13	11.83	10.66–12.77	–	–	–	–	–	–	3	–	–	–	3	1	–	6	3	18	–	4	1	–	2	7	–
General maintenance workers	125	7.51	7.15	6.66– 8.00	–	–	–	12	3	19	43	12	13	3	4	12	2	2	–	3	–	–	–	–	9	–	2
Stationary engineers	17	14.45	15.75	11.60–15.75	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3	–	–	–	–	–	–	–
Truckdrivers	299	10.94	11.50	10.17–12.18	–	9	8	8	1	3	–	16	7	4	–	10	36	36	–	80	19	–	–	60	2	–	–
Truckdrivers, light truck	25	5.36	5.12	4.60– 5.75	–	7	8	6	1	3	–	–	–	–	–	–	–	15	–	10	11	–	–	–	2	–	–
Truckdrivers, tractor-trailer	39	11.63	11.84	10.62–12.36	–	–	–	–	–	–	–	20	64	13	–	2	94	–	32	–	–	–	–	–	–	–	–
Forklift operators	225	9.40	10.12	8.00–10.30	–	–	–	–	3	17	3	2	–	–	–	1	–	6	–	–	–	–	–	–	–	–	–
Guards	44	6.34	6.09	4.50– 6.90	–	12	–	3	17	3	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Guards I	37	5.68	6.00	4.50– 6.15	–	12	–	3	17	3	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	232	6.41	5.90	5.36– 7.50	1	22	65	53	2	3	8	51	–	–	9	12	6	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost of living allowances and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] All workers were at $17.00 to $18.00.

[4] Workers were distributed as follows: 1 at $17.00 to $18.00; and 1 at $18.00 to $19.00.

Table 2. Annual paid holidays for full-time workers in Salinas-Seaside-Monterey, CA, May 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	6	1
In establishments providing paid holidays	94	99
Number of holidays:		
6 half days	2	(1)
7 half days	(1)	-
8 half days	5	-
2 holidays	-	-
Plus 6 half days	3	-
Plus 7 half days	2	-
6 holidays	5	2
7 holidays	8	3
Plus 2 half days	-	4
8 holidays	12	6
Plus 1 half day	-	(1)
Plus 3 half days	1	1
9 holidays	24	26
Plus 1 half day	2	7
Plus 3 half days	(1)	7
10 holidays	12	12
11 holidays	6	4
Plus 1 half day	-	7
12 holidays	4	5
13 holidays	7	13
Average number of paid holidays where provided (in days)	8.6	10.0

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Salinas-Seaside-Monterey, CA, May 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	(2)	-
In establishments providing paid vacations	99	100
Length-of-time payment	84	97
Percentage payment	12	1
Other payment	4	2
By vacation pay provisions for:[3]		
6 months of service:		
Under 1 week	4	4
1 week	12	48
Over 1 and under 2 weeks	1	9
2 weeks	(2)	(2)
1 year of service:		
Under 1 week	10	6
1 week	48	8
Over 1 and under 2 weeks	4	3
2 weeks	37	79
3 weeks	-	4
Over 3 and under 4 weeks	(2)	(2)
2 years of service:		
Under 1 week	8	6
1 week	24	1
Over 1 and under 2 weeks	2	(2)
2 weeks	58	78
Over 2 and under 3 weeks	4	4
3 weeks	(2)	10
Over 3 and under 4 weeks	(2)	(2)
4 weeks	3	(2)
3 years of service:		
Under 1 week	8	6
1 week	19	1
2 weeks	57	76
Over 2 and under 3 weeks	7	4
3 weeks	6	13
Over 3 and under 4 weeks	(2)	(2)
4 weeks	3	(2)
5 years of service:		
Under 1 week	8	6
1 week	4	1
2 weeks	50	27
Over 2 and under 3 weeks	10	11
3 weeks	25	50
Over 3 and under 4 weeks	(2)	(2)
4 weeks	3	6
10 years of service:		
Under 1 week	8	6
1 week	4	1
2 weeks	3	1
Over 2 and under 3 weeks	5	(2)
3 weeks	64	55
Over 3 and under 4 weeks	2	9
4 weeks	14	25
Over 4 and under 5 weeks	(2)	(2)
5 weeks	-	4
15 years of service:		
Under 1 week	8	6
1 week	4	1
2 weeks	3	1
Over 2 and under 3 weeks	2	(2)
3 weeks	43	23
Over 3 and under 4 weeks	3	-
4 weeks	35	60
Over 4 and under 5 weeks	(2)	(2)
5 weeks	2	9
20 years of service:		
Under 1 week	8	6
1 week	4	1
2 weeks	3	1
Over 2 and under 3 weeks	2	(2)
3 weeks	13	10
4 weeks	56	59
5 weeks	12	17
Over 5 and under 6 weeks	(2)	(2)
6 weeks	-	3
Over 6 and under 7 weeks	2	2
25 years of service:		
Under 1 week	8	6
1 week	4	1
2 weeks	3	1
Over 2 and under 3 weeks	2	(2)
3 weeks	13	10
4 weeks	40	39
5 weeks	27	37
Over 5 and under 6 weeks	(2)	(2)
6 weeks	-	3
Over 7 and under 8 weeks	2	2
30 years of service:		
Under 1 week	8	6
1 week	4	1
2 weeks	3	1
Over 2 and under 3 weeks	2	(2)
3 weeks	13	10
4 weeks	40	39
5 weeks	22	37
Over 5 and under 6 weeks	(2)	(2)
6 weeks	5	4
Over 7 and under 8 weeks	2	2
Maximum vacation available:		
Under 1 week	8	6
1 week	4	1
2 weeks	3	1
Over 2 and under 3 weeks	2	(2)
3 weeks	13	10
4 weeks	40	39
5 weeks	17	32
Over 5 and under 6 weeks	(2)	(2)
6 weeks	6	9
7 weeks	4	-
Over 7 and under 8 weeks	2	2

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Health, insurance, and pension plans offered to full-time workers in Salinas-Seaside-Monterey, CA, May 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	99	100
Life insurance	91	95
Noncontributory plans	80	88
Accidental death and dismemberment insurance	59	70
Noncontributory plans	51	65
Sickness and accident insurance or sick leave or both[2]	86	98
Sickness and accident insurance	49	56
Noncontributory plans	41	44
Sick leave (full pay and no waiting period)	49	77
Sick leave (partial pay or waiting period)	25	20
Long-term disability insurance	39	76
Noncontributory plans	34	63
Hospitalization insurance	98	99
Noncontributory plans	78	64
Surgical insurance	98	99
Noncontributory plans	78	64
Medical insurance	98	99
Noncontributory plans	78	64
Major medical insurance	98	99
Noncontributory plans	78	63
Dental insurance	90	94
Noncontributory plans	70	55
Health maintenance organization	12	39
Noncontributory plans	5	14
Retirement pension	66	78
Noncontributory plans	59	76

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Table 5. Establishments and workers within scope of survey and number studied in Salinas-Seaside-Monterey, CA,[1] May 1965

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	143	63	24,812	100	12,809	2,831	14,821
Manufacturing	50	31	16	9,293	37	4,459	784	5,586
Nonmanufacturing[5]	50	112	47	15,519	63	8,150	2,047	9,235

[1] The Salinas-Seaside-Monterey Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Monterey County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services); and government operations.

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